Anti-Slavery and Human Trafficking Statement

Apricot Online Ltd
Date: October 2026
Review Date: October 2027

1. Policy Statement
Apricot Online Ltd is committed to conducting its business ethically, responsibly and with integrity.
We have a zero-tolerance approach to modern slavery, human trafficking, forced or compulsory labour and the exploitation of individuals.
We recognise our responsibility to take reasonable and proportionate steps to prevent such practices within our own operations and supply chains.

2. Our Organisation
Apricot Online Ltd is an online alternative education provider delivering educational programmes to children and young people, including provision commissioned by schools and local authorities.
Our operations primarily involve educational staff, administrative personnel, contractors, digital services, technology providers and other business suppliers.

3. Employment and Recruitment
Apricot is committed to fair, lawful and ethical employment practices.
Our Safer Recruitment Policy establishes procedures for checking the identity, employment history, references and right-to-work status of individuals engaged by the organisation.
We expect all employees, contractors and other workers to be treated fairly, with dignity and respect, and to undertake their work voluntarily.

4. Suppliers and Business Partners
Apricot seeks to work with suppliers and business partners whose standards are compatible with our commitment to ethical business conduct.
In accordance with our Corporate Social Responsibility Policy, we consider relevant ethical and supply-chain factors when making procurement decisions, where reasonably practicable.
Where concerns regarding modern slavery, forced labour or human trafficking arise, these will be considered and addressed proportionately, including referral to appropriate authorities where necessary.

5. Safeguarding and Protection of Children
As an education provider, Apricot recognises that children and young people may be vulnerable to exploitation, including trafficking and modern slavery.
Our Child Protection and Safeguarding Policy requires staff to recognise and report concerns relating to exploitation and trafficking.
Concerns are escalated through our designated safeguarding arrangements, with referrals to appropriate statutory agencies where required.

6. Reporting Concerns

Employees and other workers are encouraged to report any suspected modern slavery, human trafficking, exploitation or unethical employment practices.
Concerns may be raised through the organisation's management arrangements or Whistleblowing Policy.
Apricot will take reported concerns seriously and will not tolerate retaliation against individuals who raise genuine concerns in accordance with the law.

7. Responsibility and Review

Senior leadership is responsible for promoting ethical business practices and ensuring that relevant concerns are appropriately addressed.
This statement will be reviewed annually, or sooner where changes to legislation, organisational operations or identified risks make this necessary.

Prepared for approval by:
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Apricot Online Ltd

Related Policies

- Corporate Social Responsibility Policy
- Safer Recruitment Policy
- Equality, Diversity and Inclusion Policy
- Whistleblowing Policy
- Child Protection and Safeguarding Policy